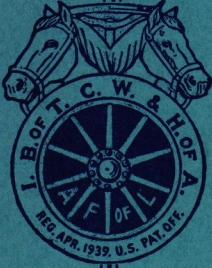


JANUARY, 1943

The INTERNATIONAL TEAMSTER



Official Magazine

INTERNATIONAL BROTHERHOOD
TEAMSTERS . . . CHAUFFEURS
WAREHOUSEMEN & HELPERS
OF AMERICA

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Another Republican Speaks

HARRISON E. SPANGLER of Iowa has just been elected in St. Louis as chairman of the Republican National Committee. As far as we know, Spangler has always, in every expression of his, been bitterly opposed to labor. Usually the national chairman, if his party is elected, is given a position in the President's cabinet in payment for his services. Spangler was a compromise candidate, between Schroeder from Illinois, an isolationist before Pearl Harbor, and another candidate who was not an isolationist but who believed in Willkie's "Save civilization—do all you can to help in this world war." Senator Taft of Ohio did everything in his power to help towards electing Schroeder, who was also backed by many leading, influential isolationists of Illinois.

The first statement made by Spangler after his election was: "I started after that animal (the New Deal) in 1932 and I hope in 1944 that I can be there at the kill."

Now the New Deal is Roosevelt, and it means progressive, humanitarian laws to protect labor. So Spangler's highest ambition is to destroy the "animal," the New Deal, or in other words, to destroy Mr. Roosevelt. He wants to be there at the kill in 1944, and he states that he started after it in 1932.

Mr. Roosevelt did not go into office until March 4, 1933, and before he went into office there was never any mention made and we didn't know anything about the New Deal. So Spangler apparently has been after the "animal," the New Deal, since the very day Mr. Roosevelt was elected to office back in November, 1932. And Spangler is supposed to voice the sentiments of thousands of other leading manufacturers and business men of the nation who compose the body and express the soul-throbs of the old labor-hating Republican Party.

How do they expect to win? And if they win, what is in store for labor? Think over this situation seriously. It undoubtedly will affect you. The same expressions of hatred against labor unions were made by the big business men of Germany when they entered into a pact with Hitler to destroy labor—which he did! Where are those big business men of Germany today?

Spangler and many who elected and helped make him national chairman of the Republican Party have the same sentiment and feeling toward labor in our country. Let us hope and pray that the same fate that befell big business in Germany will not happen here. It can.

I have addressed the people of the nation and received expressions of gratefulness from thousands of people who have nothing to do with our organization or with labor.

I have had my health and my strength, and in my immediate family I have had very little loss. My associates and workers helping me to conduct the affairs of our International Union have seen our organization grow and grow and become more strengthened and more thoroughly understood than in any year, perhaps, in the history of our International Union.

Victory Means Suffering

I have seen officers of local unions go down into disgrace when they were not taking care of their work or were not acting as they should act in the responsible positions to which they were elected.

I have seen legislation against labor attempted and defeated within the halls of Congress. I have seen some of the great friends of labor defeated in the election. I have seen some few friends of labor continued in office.

I have witnessed and experienced the greatest cooperation from our local union officers that I have ever received in all of the many years that I have edited your monthly magazine or been one of your International officials. I have much to be thankful for after going over the books of life during the past year.

Of course everyone, no matter who he is, is exposed to injustice, misrepresentation, and willful, venomous, ungodly and unholy attacks, but they come only from the few natural born enemies of labor and of the workers, or from the few weakminded and diseased brains with which life in all periods has been cursed and afflicted. The great masses of the men and

women of labor help you and encourage you and appreciate your work when you are doing the best you can under difficult circumstances.

The reason for making these few statements is to ask you to examine your Book of Life, to figure out in your own private thoughts the friends you have, and see them side by side with those who may not like you because you have worked to the end that you would be helpful. And when you place on the margin on that page of the book of your life the doings and the conditions and experiences, your hard knocks and your successful endings for the year 1942, I am satisfied that the balance sheet will show you have been blessed and that the year has been a successful one for you and your family.

There never was a victory in life that did not call for suffering. There is an old saying that anything that is worth while is worth fighting for. Then don't be discouraged during the coming year if you are called upon to fight for the betterment of life, and thank the Almighty that you have been privileged to live in this historic period and to tender your individual helpfulness, your counsel, your cheerfulness, your sacrifices to the great cause of humanity when the liberty and freedom of the world is so seriously involved.

Appreciate Liberty

Only those who have suffered realize the beauties and comforts of a healthy body and mind. Only those who have endured the punishment of struggle, of battle, of war, will fully appreciate the liberty that will be theirs as a result of those experiences. The generations yet unborn will bless every one of us for the sacrifices we will be called upon to make to save

them from the sufferings and tortures which would be their lot if we refused to make the fight or to endure those sufferings while the battle is on, in the cause of justice.

So for the coming year, keep your head up, look forward to the rising sun, look to the future, and no matter how bitter and heavy your cross may be, I am sure that cross would not

have been placed on your shoulders or mind unless that same God of justice, whom we believe in, knew that you had the strength and character to carry it.

In closing, let me wish to our officers and to our members and their families a happy and prosperous and, as nearly as can be expected, a peaceful new year in 1943.

Morgan Co. Tries to Evade Taxes — Indiana Tax Board Exposes Fraud

THE Morgan Packing Company of Austin, Ind., has been caught with its hands in the taxpayers' pockets. And it wasn't slipping in a surprise Christmas present, either. It was looking for loose change. Which is not surprising if you know the Morgan Packing Company and its long criminal record.

Thanks to the alert and honest Indiana Tax Board, the Morgan Packing Company was caught in its attempt to defraud the taxpayers of the state and as a result, its 1942 taxes will be more than 250 per cent higher than the company intended them to be.

Had Phoney Inventory

The board increased the personal property valuations of the company \$736,458—from \$265,517 to \$1,001,975—notwithstanding the appearance of Ivan C. Morgan, company executive, before the board with a phoney inventory to support his original low estimate of what he had on hand.

As a result of the action of the state tax board, the tax rate for the citizens of Jennings Township, where Morgan has his main plant, was reduced 52 cents per \$100 of assessed valuation and the tax rate for the whole of Scott

County was likewise reduced substantially because Morgan, over his protest, is now paying a fair share of the county taxes.

A Rural Fuehrer

In addition, the schools of the state will also benefit because Jennings Township will no longer need state aid for its schools to the amount of several thousand dollars a year.

Thus other needy school districts of the state will benefit by receiving the money that formerly went to Jennings Township, where it is no longer needed since Morgan was forced to pay up.

For years Morgan has virtually set his own tax rate in Scott County. He is sort of a rural fuehrer who holds the county in a despotic economic and political grasp. The average county official cannot cope with this industrial Goliath.

When Morgan says his personal property is worth a certain figure for taxation purposes, it has been the habit of the local assessor to accept his word for it.

Morgan is the county's leading citizen. He is the Republican chairman

of the ninth congressional district and vehemently criticizes the "extravagance" of the Roosevelt administration. He believes in lower taxes—for himself.

When he writes his own tax ticket the local assessor says "Thank you" and runs down to the bank with it before Morgan has a chance to change his mind.

However, when Morgan ran up against the state tax board he found he wasn't dealing with timid local officials. He found his match. Howard R. Atcheson, a member of the board, also comes from Scott County. As a neighbor of Morgan, he knew

him too well to trust him very far.

When Atcheson heard complaints that Morgan had been too generous with himself, he presented the matter to Chairman Henry S. Murray of the tax board and the third member, Peter A. Beczkiewicz.

They backed him up 100 per cent and the board sent three of its investigators to inspect the Morgan plants and appraise the value of personal property. They found huge supplies of sugar and canned goods and made their estimates of its value.

The investigators reported to the board, which then sat down to await developments.

Morgan Arithmetic Consists of Subtraction

Here is the official record of how the Morgan Packing Company tried to cheat on its 1942 taxes by submitting a fraudulent set of figures to represent the value of its personal property. The figures show the amounts on which Ivan C. Morgan attempted to pay taxes and the amount on which he will finally pay as the result of an investigation by the Indiana Tax Board.

Note particularly how he juggled his inventory and how the state raised it from Morgan's estimate of \$81,300 to \$645,930. Apparently Morgan couldn't even count the cases in his own warehouses.

THIS TELLS THE STORY

	Morgan Figures	Tax Board Figures
Petty cash	\$ 2,883	\$ 2,880
Machinery and equipment.....	69,694	146,900
Office furniture, equipment.....	3,775	16,300
Store fixtures	450	450
Autos, trucks, trailers.....	80,550	156,150
Improvements on leased ground.....	1,190	1,190
Scottsburg plant	25,675	32,175
Inventories	81,300	645,930
Total.....	\$265,517	\$1,001,975

In due course, Morgan made his move to shortchange his neighbors. The local assessor, however, had also heard some rumblings and timorously increased the Morgan valuation \$20,000.

It was practically a gift, but Morgan wasn't grateful. It looked to him like his county government was getting out of control.

Morgan indignantly appealed to the board of review to put the local assessor in his place. But the board of review upheld the \$20,000 increase and then the state board swung into action.

It ordered Morgan to appear for a hearing with his books. Morgan did not bring his books. Instead he brought a sheet of paper containing what he said was an "inventory" of his property, taken from his books.

Atcheson looked at it and laughed. So did Murray and Beczkiewicz. Then they handed Morgan the report of their own investigators. Morgan looked at it but didn't laugh.

Rather than have the board look any further into his affairs, he accepted the state valuation.

Newspapers Not Interested

All this happened last October, but the news is just leaking out. It was not given much attention by the newspapers, which were then giving large quantities of space to local Republican politicians to criticize gas rationing and every other wartime move of the national administration.

So far as can be learned, not a paper in the State of Indiana reported the fact that Morgan had been caught trying to slip one over on the school children and his neighbors.

They did not back up the tax board or advise the taxpayers of the state

that the board had taken Morgan's hand out of their pockets.

Neither have the newspapers revealed the long criminal record of the Morgan company, contained in the files of the federal court, which show that the company has been convicted for 18 offenses in sending contaminated and adulterated products into interstate commerce.

Nor did they publish the fact that Morgan had violated the federal labor laws and discharged all his union Teamsters and that his scab drivers had 230 accidents in 11 months, killing eight people and injuring 22.

Expect Morgan Revenge

If any member of the tax board had run into anyone with his car, it would be plastered all over the papers. But Morgan trucks are permitted to maim and kill in silence.

In spite of its contempt for federal and state laws, the Morgan company is doing a nice business selling products to the government that a grand jury once described as "filthy and decomposed."

Those who know Morgan say that his differences with the Indiana Tax Board have not ended.

They are convinced that he will try to "get" Murray, Atcheson and Beczkiewicz.

When the election rolls around next year they expect to see Morgan supporting any candidate for governor who will put the screws on the tax board.

They expect he will be out demanding a Republican economy administration that will "reduce taxes."

But the people of Indiana will probably remember that when Morgan's taxes go down, theirs go up.

Labor is Called to the Colors

— All Manpower is Mobilized

AMERICAN labor has been called to the colors! It has been mobilized for war. From now on every able-bodied man in America will be fighting or working for victory. Everything else is secondary, which is as it should be.

Recognizing that a long and costly war lies ahead and realizing that victory will come quicker through the scientific assignment of manpower, President Roosevelt has put all manpower, both military and civilian, under Paul V. McNutt.

He will have sweeping authority to put men where they are most needed and where they can serve best. He will say which men will fight, and which men will work. And those assigned to work may be told where they will work.

Union Backs Government

McNutt has the authority to transfer men from one line of civilian activity to another, and from one section of the country to another.

This may entail some individual hardship and inconvenience. The International is now working with the Manpower Commission in an effort to relieve individuals of economic hardship through their transfer to new jobs or new localities.

The International is confident that no unnecessary hardship will be imposed on any working man and it pledges the government its continued cooperation in the greatest emergency the nation ever faced.

The need for moving men is caused by the rapid expansion of war industry. Because of the speed at which it was accomplished, labor shortages

have developed in some sections of the country, while labor surpluses have developed in others.

Men Must Be Shifted

For example, the concentration of industry on the Pacific Coast has created an acute shortage of men. It has taken men from the farms and such a scarcity has developed in farm labor that it was necessary to import Mexicans to harvest the crops.

While West Coast industry was expanding at an unprecedented rate, men were walking the streets in New York and other eastern cities looking for work.

The problem now faces the government of getting the men and the jobs together. This can only be done by moving the factories or moving the men. Time does not permit the moving of the factories. That would create a fatal delay in supplying the armies in the field.

Thousands of soldiers would die through a lack of arms and munitions while factories were being rebuilt.

Therefore, men must be moved to the factories.

No Time for Bellyachers

Whatever inconvenience this may cause is inconsequential in comparison with the hardships and dangers to which the fighting men are exposed. The acceptance of these conditions is as much the duty of a working man as it is the duty of a soldier to accept the conditions of war in the field.

Nobody has any time to listen to bellyachers.

The war must be won and everyone must work or fight until it is won.

The extent of the authority concentrated in McNutt is evidenced by the fact that he has control over the selective service system. This was given him by executive order, which also checked voluntary enlistments in the armed services.

The reason for the checking of enlistments was that too many skilled craftsmen were volunteering for duty as enlisted men in the army, navy and marines. That fact alone attests the patriotism of American labor.

So many working men were flocking to the fighting services that it forced the President to take drastic action in order to keep essential war industries from being depleted.

While skilled workers were going into the military service, many farm workers were taking their places in the war plants, thus depleting the farms of needed help and filling the war plants with unskilled labor.

Therefore, the plan is, nobody between the ages of 18 and 38 will be permitted to enlist. Men will be drafted for all of the armed services. Only those will be accepted, however, who can be spared from the civilian front.

A man who is more valuable to the war as a mechanic, a carpenter or a truck driver will be ordered to stay on his job as a civilian. Farm workers will be kept on the farm and war workers will be kept in war production.

Hereafter there will be only three classifications of employment for men. They are:

1. Fighting in the army, navy or marines.
2. Working in war industries.
3. Working in occupations essential to maintaining the civilian population.

Non-essential industries or occupations will be wiped out. This will be done through ordering employers in non-essential industries to discharge their employees. Once discharged, these employees can find new jobs only through the United States Employment Service. The employment service will determine the qualifications of the applicant and then send him to some essential job he can fill.

He will be given a job as close to his home as possible.

This is not a labor draft. It is a labor mobilization. Anti-labor organizations which were clamoring for a labor draft were blocked by President Roosevelt. The order he issued will apply to employers as well as workers.

Under this setup, the employer is subject to the same orders as the employee. A non-essential employer will be put to work in a war industry along with his employees. It will work both ways.

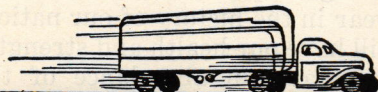
This is not, as the enemies of labor intended, a measure that applies to working men only. It applies to all

Stop Squawking! There's Work to Do

The big fact we all have to face as the year closes is that every one of us must do more to help win this war. Our sacrifices thus far have been trivial compared with what people close to the actual battlefronts of the war have undergone and compared to what our own American boys in uniform will be called upon to face during the coming year.

So let's stop squawking about gasoline, sugar, coffee, meat and other shortages! Let's stop beefing about higher taxes! Let's wake up to the fact that we are in an all-out war for survival and take what comes in the spirit that nothing really matters now but victory!—*Philip Pearl, AFL News Service.*

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INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS . . . WAREHOUSEMEN AND HELPERS

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Number 2

A Year of Sacrifice Dawns

By Daniel J. Tobin

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TO ALL of our members we wish—
“A Happy and Prosperous New
Year!”

This past year has been one that
will stand out in history with more
meaning and more importance than
anything that has happened in our
country since the days of the Civil
War. Within the next two or three
years it will be decided whether or
not we shall continue our system of
free and independent, democratic gov-
ernment.

During the coming year each man
and woman will have to brace himself
and be prepared to suffer inconven-
iences, hardships and privations that
a few years ago would have been con-
sidered unnecessary and impossible.

All of us should bear this in mind:
that no matter what we are asked to
endure in this country, it is a small
sacrifice compared to the sacrifices
made by the people of all other coun-
tries in their struggle to maintain a
semblance of justice and freedom.

Many countries have definitely lost
all of their freedom.

Nearly every family in England has
given up some member of the family
as a sacrifice in this war. They have
been killed by bombs at home or they

have been killed by shells at the battlefront. Thousands of them have gone down to death in the sea in defense of the cause of freedom.

Yet even though the privations and hardships of the masses of the people left in England are almost impossible to describe, and even though they have lost many of their loved ones and will continue to lose them for the next two years, every man and woman in Britain has a smile and is determined to carry on.

It gets me a little upset when I hear people talking about being a little short of sugar or coffee or gasoline. Why, even in the last war we paid twenty cents a pound for sugar, and then we could get very little. I repeat most emphatically that any inconvenience that we are called upon to endure is trivial and we should accept those inconveniences with a smile and thank God in our hearts if we are not compelled to do much more.

I know that there are millions of mothers in our country who will be asked to give up their sons; sisters whose brothers will not come back to greet them, as well as many wives and children who will not again see the fathers who have been or will be called to the uniformed service of our country.

It ill behooves the rest of us to grumble and complain now, because there is much more suffering in store for us, but I believe that the American people—especially the workers of the nation—can meet any condition or crisis with which they are con-

fronted, and will offer up any sacrifice that is demanded of them.

We have had much to be thankful for during the past year; this memorable year in the history of our nation. We still have our health and strength, and we have an abundance of the necessities of life. I suppose it is human nature to shun suffering or inconvenience until such conditions are at our door.

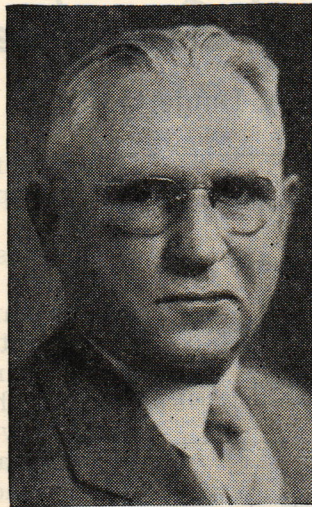
That's the reason our country is now fighting for its freedom. That's the reason we have lost a part of our territory, such as the Philippine Islands.

We believed that nothing could happen to us and we were somewhat unprepared but by the time this struggle ends, I am of the opinion we will be prepared for anything. The people of our country have come from a race of pioneers in whose blood was engendered the strength to endure. We will pay

the price when called upon but the quicker we begin to prepare ourselves for this struggle and the sooner we begin to make up our minds that we must suffer and endure, the easier the blows will be when they fall.

All around us, before many months are over, we will see our friends, our relatives and our neighbors mourning for ones who have passed away in a foreign land, whom they will never see again. Ask God to spare yours, and thank Him if you are not called upon to make such an offering.

The past year has been a memorable one for me. I have been across the water and have seen the suffering of the people of other countries.



PRESIDENT TOBIN

men, regardless of their economic status.

This is another illustration of how the national administration is spreading the burdens of war fairly and protecting the workers from exploitation by those who see in the emergency a chance to crush organized labor.

It is true that labor will suffer heavily. It will lose many of its cherished rights. But employers are also losing many of their cherished rights. They, too, will suffer heavily.

Blood Will Flow

This is a war that will require the combined and complete efforts of everyone. It is just starting upon an offensive scale. An offensive requires

herculean effort. It means that blood will flow and men will die on a greater scale than this nation ever experienced.

The men who are asked to bleed and die are responding.

The men who are asked to work must respond also.

This is no time for petty fights. The fate of humanity for generations to come hangs in the balance. The strength of every American is needed. If we win, we must be tougher than our enemies. The time to get tough is now.

Again labor has been called on for help.

And again labor will answer that call.

Pittsburgh Sets Scrap Metal Record

PITTSBURGH Joint Council No. 40 did not stop collecting scrap when it made a record in the national scrap collection campaign. It went right to work again assisting the Junior Commandos in a children's scrap drive, the proceeds from which will all go to the Children's Hospital in Pittsburgh.

The council is also assisting in the Russian relief campaign, collecting clothes to be sent to Russia and Poland.

"There isn't one thing that we have been called upon to do to help this country in an all-out effort to win this war that we have failed to do," declared the joint council promotional committee comprising Harvey Bierman, Meyer Rosenthal and Edward Ley.

This committee, assisted by Al Dietrich, president of the council, handled the main scrap drive for the council, which lasted two weeks in the

city and county and resulted in the collection of 65,000 tons of metal for the war plants. The best previous record reported was 50,000 tons from Cleveland, city and county.

In one day the council collected 5,500 tons of scrap in Pittsburgh alone, with 7,500 Teamsters donating their time and employers donating 850 trucks.

The work of the Teamsters drew warm praise from *The Truckers' Digest*, published by the Allegheny County chapter of the Pennsylvania Motor Truck Association.

"The men who manned these trucks are deserving of the highest praise," the magazine said. "They worked hard and diligently from practically dawn to dusk. Because of everyone's splendid cooperation, this is one time when the Pittsburgh motor truck industry doesn't have to take a back seat from our brothers in any other location throughout the country."

Minneapolis Dedicates New Home

By J. A. Keefe

Editor, Minnesota Teamster

MINNEAPOLIS Teamsters dedicated their new headquarters with a celebration December 5 that brought from the city and state a demonstration of friendship and respect for the Teamster movement in Minnesota.

More than 5,000 persons, including public officials, outstanding labor leaders and visitors from a half dozen midwest states, crowded into the three-story Teamster building for the fete. It was the largest single union celebration ever held in Minneapolis, which becomes the 11th city in which the Teamsters own their own home.

To the Teamsters of Minneapolis it marked a milestone of progress. Less than a decade ago some Teamster unions met in garages and dilapidated warehouses in the city, which was little organized. Now Minneapolis has become a well organized town, and the force most responsible for it is the Teamsters' union, standing on a new pinnacle of achievement since the ousting of the disruptive Dunnes.

John M. Gillespie, general secretary-treasurer of the International Brotherhood of Teamsters, from Indianapolis, summed up the progress of the Teamsters when he said at the dedication that "today the wage scales of Teamsters are at the highest peak."

Secretary Gillespie dedicated the new home to the progressive spirit of the membership and the officers whom he commended for their high patriotism and devotion to good unionism.

The business men of Minneapolis, who not so long ago witnessed the patriotic membership oust the subversive elements from the movement,

showed that they respect a good union. Business leaders took the occasion to compliment the Teamsters for the straightforward manner in which they carry on their affairs.

State Labor Conciliator James L. Kelley, representing Governor Stassen, who was out of the city, declared the Minneapolis Teamsters cooperated sincerely in all cases dealing with the state government. The leaders have worked zealously for their members, and have always conducted such work on a high plane, Kelley said.

Mayor Marvin L. Kline, speaking on the program, lauded the Teamsters for the magnificent job they did on the scrap metal collection. The job would have been a failure without the wonderful cooperation and sacrifice on the part of the Teamsters, he said.

Thomas E. Flynn, assistant to President Daniel J. Tobin, brought a message from President Tobin, congratulating the Teamsters on obtaining such a fine building for the members. Mr. Flynn expressed President Tobin's regrets at being unable to attend because of press of business.

As the throng inspected the new offices and halls a huge plaque drew particular attention. It was the honor roll plaque of members of General Drivers' Union No. 544 who are in the armed services. To date approximately 1,000 members of this union are in the armed forces.

Along with the short dedicatory program, the Teamsters provided for their guests a dance, floor show and buffet supper. The building represents an investment of \$40,000 and has 21,600 feet of floor space.



This is the new Teamsters' Building in Minneapolis, dedicated last month by General Secretary-Treasurer John M. Gillespie at ceremonies which attracted more than 5,000 people from many parts of the Midwest. Above are shown those at the speakers' table at a banquet for the executive boards of three Minnesota joint councils. Left to right: Russ Faber, president of Joint Council No. 34 of St. Paul; L. Clair Johnson, secretary-treasurer and business representative of Joint Council No. 32 of Minneapolis; Joseph M. O'Loughlin, International representative; Thomas E. Flynn, assistant to President Tobin; John M. Gillespie, and Harold H. Seavey, president of Joint Council No. 32. Members of the Duluth Joint Council No. 48 also attended.

They Worked While They Talked

— Local 455 Gets 7 Months' Back Pay

By Frank N. Lessner

President, Local No. 455

INTRODUCING Local No. 455 of Sterling and Dixon, Ill. We are only five years old and had no predecessors of any kind. Our local was organized from scratch in the old-line fashion—in conservative committees, and you know what I mean.

At the present writing we have 543 members and 110 in the armed services of the United States Government. The local itself has \$12,000 in war bonds and every individual member has pledged ten or more per cent of his earnings towards war bonds.

The biggest test of our organization began last February when the Green River Ordnance Plant was started in our backyard. We found ourselves stymied with an hourly rate that was 25 cents below the prevailing scale, but the members decided to start work in the interest of the war effort while I went after the legitimate increase over the conciliation table and via the hundred and one forms, requests, etc., that can be required nowadays.

Local No. 455 did a splendid piece of work at the ordnance plant and we received the unqualified commendation of the U. S. area engineer's office in addition to that of the management,

and that of some 50 sub-contractors. Months went by without getting a break on our 25-cent-per-hour rate increase and there was a time when we were the most underpaid mechanics at the project.

At the same time the boys did their job, kept faith with the government and the union, and averaged higher per capita in bond deductions than some of the other crafts. A drive for the USO benefit found the Teamsters out in front of all other unions with their donations of \$300.

Eventually the patience of Local No. 455 was rewarded. Not only was official authorization received to install the 25-cent-per-hour raise, but the new rates were made retroactive back to the start of the job.

This took seven long months to realize but it was worth it—our new rates recognized and \$18,750 in back pay—and the boys crashed through again, and to top off everything else, put \$12,000 of back pay into a new batch of U. S. War Bonds. We are proud of this record for a new organization fighting it out for unionism in the spaces around here. Local No. 455 has come through with flying colors.

What We Are Fighting For

This time we are not fighting to make the world safe for democracy. We are fighting for the right of democracy to live. We are not fighting someone else's war. Whoever fights our enemies, fights with us at the moment. We are not obligated to accept what they think or believe. We are fighting on our own as they are fighting on their own. Where we have a common bond of faith in the sanctity of the individual, as in the case of the British, we can fight as one. But what we are fighting for is our own lives and the right to live those lives as individuals, equal under the laws we make ourselves.

—Central Alabama Federationist.

Shall We Beat Roosevelt or Axis?

— Ask the Republican Party

By Lester M. Hunt

NOBODY claims that the Republican party is a subversive organization. But neither does anybody claim that every subversive organization did not support the Republican party last November.

In other words, the subversive organizations are Republican, but the Republican party is not subversive.

Why are the subversive organizations Republican?

Because they hate President Roosevelt as they hate no other man alive. They know he has done more to stop Hitlerism than any other man in any other country of the world.

They Hate Roosevelt

The Republicans hate him because he stopped *them*. Therein lies their community of interest with the subversive organizations. They both want to get rid of Roosevelt—the fifth columnists so that Germany can win on the foreign front and the Republicans so they can win on the home front. Roosevelt is the man who blocks them both.

However, there are other reasons for the fifth columnists flocking into the Republican party. They are reasons of expediency. A great political party gives them a safe place to hide. They can continue their treasonable activities behind false whiskers, disguised as grass roots Republicans.

As Republicans, they can claim the indulgence of the public and the protection of democracy when they criticize the war administration. “Free speech,” they call it.

But this “free speech” is skillfully

directed toward a definite objective. It is the basic German war strategy of arousing internal suspicion and animosity against the governments waging war on Germany.

Want Their Luxuries

Thus we find them fomenting opposition to gasoline rationing, oil rationing and every other war measure which restricts the customary luxuries of American citizens.

And what does the Republican party do about this?

It rides merrily along and joins enthusiastically in the chorus, thus providing further concealment for the instigators. Leading Republicans take up the cry and while asserting that they want only more vigorous prosecution of the war, they actually slow it down by diverting public attention from the needs of the armed services and focusing it on the minor irritations of the civilians.

The radio rasps with clamorings against “red tape” and “bureaucrats” which are echoed and amplified in the “news” columns of the daily papers.

Remember Embalmed Beef?

Certainly there is red tape and certainly there are bureaucrats. This is all a new experience for us. The surprising part of it is that we could revolutionize our entire way of life in so short a time without a general breakdown or a major scandal.

It is singular to hear the Republican uproar over these minor annoyances in view of the record they made in the last war they handled. In the

Spanish-American war there were no civilian inconveniences but soldiers died like flies, not from battle but from embalmed beef.

More soldiers died in that war from sickness than from bullets. One reason we have red tape and bureaucrats today is to prevent corrupt profiteers from poisoning our troops as they did in that last war under a Republican administration.

The Republicans said in the last campaign they could handle the war better than President Roosevelt has done and therefore they should be elected to take over the job.

But what does the record show?

The record shows that the first voice raised to warn the world of the perils it faced from the Germans and Japs was the voice of President Roosevelt. The Republicans hooted in derision and shouted in indignation that he was insulting "friendly" nations.

Kept Allies Fighting

To prepare for the peril he foresaw, President Roosevelt rebuilt the navy the Republicans scuttled during the Harding-to-Hoover era. He insisted that congress enact the first peace-time draft in our history.

He sent supplies to enable England to stay on its feet against Germany and to keep China fighting the Japs. He knew Germany and Japan were our potential enemies and he took advantage of English and Chinese determination to fight, thereby gaining time for America to prepare.

The Republicans said he was sacrificing American defenses to supply "foreigners." He was not. He was saving American lives by giving American guns to Englishmen and Chinese.

Every German killed by an Englishman and every Jap killed by a Chi-

nese was one less left to kill Americans. They were our first line of defense.

Help for Russia

Instead of piling up huge supplies of weapons in storage in this country, President Roosevelt sent them into battle against our enemies.

And when Russia found herself in the war, the President forgot the personal insults heaped on him by local Communists in resentment against his foreign policy. He remembered only the interests of the United States and sent all the supplies to Russia that we could get there. Because Russia, too, was killing Germans. In fact she has killed more than any other nation.

The Republicans challenged Russia's motives and charged that she would turn against us. But she has not. No matter what Russia has done in the past or may do in the future, she has justified the judgment of President Roosevelt. By no possible act in the future can Russia undo the good she has done.

Nothing can bring back those 2,000,000 Germans she killed. Those Germans will never kill Americans.

Economy in Lives

American arms in the hands of Russians, Englishmen and Chinese have saved at least a million American mothers from grief, no matter how heavy our casualties for the remainder of the war will be. Unquestionably they saved this country from invasion.

While Republicans demanded economy in government, President Roosevelt practiced economy in lives.

The main opposition to all of his far-sighted, if not inspired actions came from Republicans.

They encouraged and recruited the America First Committee. They

prompted congressmen and senators to accuse the President of treason, to threaten impeachment and by every disgraceful trick of bar-room politics to intimidate and discredit him.

But the President stood resolute and unafraid.

And since that Sunday when the sun came up like thunder, his four sons have marched away to war along with our sons and the flickering flame of freedom now burns a little brighter across the world.

The Republicans were in the foreground of those who saw Pearl Harbor as an excuse for drastic labor restrictions. They tried to drown labor and all its gains in the waves of patriotism which swept the country.

But again the President stood firm and as a result of the confidence labor had in him, the right to strike was surrendered and labor accepted voluntarily the greatest restrictions on its fundamental rights anyone ever proposed.

Water for the Elephant

Strikes have dwindled until recent statistics showed that time lost in war work was only one-twentieth of one per cent.

This remarkable strike record was made in the face of practices by many employers deliberately designed to promote strikes and thereby add weight to their demands for drastic

laws to fetter labor permanently.

When you look at the record, it is not surprising to find the fifth columnists carrying water to the elephant in the Republican circus. They find ample shelter under that tent.

Unfortunately, the Republican party has made no effort to throw out its subversive cohorts. As long as it accepts them for their nuisance value to our war administration, the Republicans must accept censure for their presence and responsibility for their actions.

We're Wide Awake Now

Up to the present the party has compromised to satisfy everyone who hates the President, regardless of their motives. It wants votes more than it wants an honest platform.

The new congress meets this month with more Republicans than it has had since the last war. So do the majority of state legislatures. They will make a serious mistake if they attempt to punish labor for its loyalty to President Roosevelt. Or to punish the President for his loyalty to the common people of America.

Maybe we were a bit sleepy last November.

But we're wide awake now. We'll be lined up six deep at the polls in 1944.

And we won't be voting for Quislings, or for any party that comforts Quislings.

Secret Deals with Employers Illegal

Any group of members of any union who enters into a private agreement with employers contrary to the terms of existing contracts held by the union is liable to expulsion. Any supplemental understandings or modifications of contract provisions necessitated by the war emergency should be made by the union as a whole and should be ratified by a two-thirds vote of the membership.

The whole structure of union negotiations will break down if individual members or small groups of members are permitted to negotiate private deals of their own in conflict with the contracts the union has signed with employers.

Jeffers Appreciates Support

— Thanks Teamsters for Cooperation

WAR PRODUCTION BOARD
WASHINGTON, D. C.

December 4, 1942

IN REPLY REFER TO:

OFFICE OF
W. M. JEFFERS
RUBBER DIRECTOR

Mr. Daniel J. Tobin, President
International Brotherhood of Teamsters
Chauffeurs..Warehousemen and Helpers
Indianapolis, Indiana

Dear Mr. Tobin:

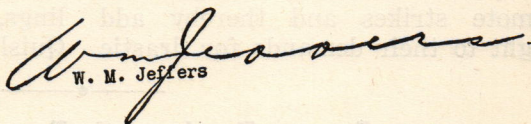
I want to thank you and the editors of
your official publication, "The International Teamster,"
for the December issue which has just reached my desk.

Among other matters in this publication,
I have read the article on page 21 entitled, "Teamster
Papers Violate Orders".

The kind of support which you are giving
me is very deeply appreciated.

Would it be possible for you to mail me
an additional six copies for my files?

Cordially yours,


W. M. Jeffers



New York Teamsters Prove

7-Day Milk Delivery Successful

By David Kaplan

Chief Economist, International Brotherhood of Teamsters

AFTER seven months of terrific opposition, the Metropolitan New York-New Jersey milk drivers have at length proved, through cold, unsailable statistics, that they could save all the mileage the government required to be saved under ODT orders, and retain a seven-day delivery system both to retail and wholesale customers.

At the suggestion of the union that all methods of mileage-saving which did not curtail labor and service to consumer should first be tried and found wanting before calling for more restrictive methods, the Metropolitan Milk Commission promulgated an order putting into effect specific methods of mileage savings advocated by the union. In effect, the order gave the union a 30-day test period in which to prove its case.

Cashal Directs Program

Under the leadership of M. J. Cashal, president of Joint Council No. 16 and first vice-president of the International, three units of Local No. 583, Westchester Local No. 338, and New Jersey Local No. 680, went to work with a will. Meetings were called and drivers exhorted to cooperate. The results of the cooperation were to be shown daily by recorded speedometer readings.

Five hundred shop stewards were organized as enforcement agents to see that the program was successfully carried through. The shop stewards were given the duty of instructing the drivers in their part in the mileage-

saving program. They also collected, weekly, all reports on speedometer readings, reports on what mileage-saving devices were used, what devices could still be used to accomplish further savings, and reports of any violations of the commission's mileage-saving order.

A staff of twelve statistical workers was hired by the unions and are now engaged in compiling and tabulating the speedometer reports, mileage-saving suggestions, and violations.

Reduced Mileage 40 Per Cent

The result is highly gratifying. Although there has not been time enough yet to tabulate all the reports, it is already evident that the New York-New Jersey metropolitan milk area will show a market-wide overall mileage reduction over corresponding months of last year, substantially in excess of 40 per cent. The drivers thus have given the ODT all it has required, and have done so within the framework of a seven-day delivery service.

This is not all the savings to be obtained by the union method. Since there is still slack to be taken up, the savings will be progressively greater in the next couple of months. Hundreds of suggestions for further savings are pouring into the unions' statistical staff from the routemen. Many of them will prove highly productive. Reports of petty violations and non-compliance on the part of management, which, in the aggregate, wastes considerable mileage, are numerous.

Any violations or wasteful practice attributable to the driver are dealt with severely through union disciplinary action. On violations ordered by management, the shop stewards have been given strict instructions not to countermand management's orders, but to report immediately to their union, any practice which they consider a violation, so that it might be brought to the attention of the commission. In addition to mileage saving suggestions, many excellent suggestions are coming through on ways of conserving gasoline and equipment.

Fight Not Yet Over

It has ever been the contention of the union that no one knows how to save mileage on the route better than the driver himself. The goal of the union is: each driver a mileage saver

and a conserver of truck equipment; each union shop steward an inspector and enforcement agent for the government in the mileage-saving program.

Despite all this, the fight is not yet over. There are employers who do not want the New York experiment to be a success and fear the effect on government officials of such an example of savings on a seven-day delivery system. They are working hard to get a nationwide every-other-day delivery program regardless of its results in mileage saving or its effect on the worker or consumer.

No matter what happens in the future, the New York-New Jersey drivers have kept faith with the government.

They have fulfilled their promises and proved their point.

Are We Supposed to Kill 'em? or Kiss 'em?

OFFICE of War Information has asked this and other publications to soft-pedal the "hate our enemies" idea and use as a theme for marking the anniversary of Pearl Harbor something that might blend with the spirit of Thanksgiving.

Somehow we are not in the mood for that sort of editorial, while our boys are shedding their blood against a ruthless enemy who uses every despicable device to crush us. The rules of God and civilized man are meaningless in this war. It is a fight to the finish.

This struggle is the testing of our faith in freedom and our revulsion against enslavement. There's no room for complacency or kid glove ethics. We've got to rise in justified wrath and pour our flaming souls into the winning of this war. Our people must realize NOW that we face something that must be destroyed—lest we per-

ish as other nations have fallen in the path of the power-maddened aggressor. The challenge we face from the barbaric beasts threatens all things for which we care and hold dear.

Yes, we thank Almighty God that we have the manhood to be as ruthless as our enemies, because by the outcome of this war we shall live or die. In this titanic struggle everything we have or ever hope to be is at stake. As distasteful as the task may be, this is a business of mass killing . . . and we might just as well face it squarely and promptly.

All other considerations must wait until the enemies of freedom are vanquished. All else shrinks into insignificance in the light of a world afire. We must not falter nor delay a moment; nor shall we waste human emotion upon savage killers who rule by the sword and torch. — *New Jersey Labor Herald*.

Wars Bring Religious Revival

By Daniel J. Tobin

EVERY great crisis in our history has brought about some betterment for the present and for the future. I was in France and went into Notre Dame Cathedral in Paris shortly after the ending of the last war, and in the middle of the day I found that beautiful cathedral nearly filled with people, saying a prayer or walking around admiring the wonderful paintings and the beautiful stained glass windows that symbolize the crucifixion.

I had been in Paris before the war and that beautiful temple was lonesome. It was difficult to find a human being within the edifice in the middle of the day.

I made inquiries from the caretakers and they said to me that people had lost so many of their loved ones during the war that it had brought them back to a realization that there was, and must be, a hereafter.

They needed a shock to make them think, and many of them came there to commune with those loved ones who had been called away during the four-year conflict from 1914 to 1918.

From the middle of August until the middle of September, 1942, I was in England, and on Sunday morning or afternoon I would wander into some famous old cathedral or church—it didn't make much difference what denomination—and again I found hundreds of people within those edifices.

In some instances a part of the roof had been destroyed, and in other places the surrounding gardens and connecting buildings were destroyed. Bombs and bombs everywhere—destruction all around. Still the body of the church was filled with people,

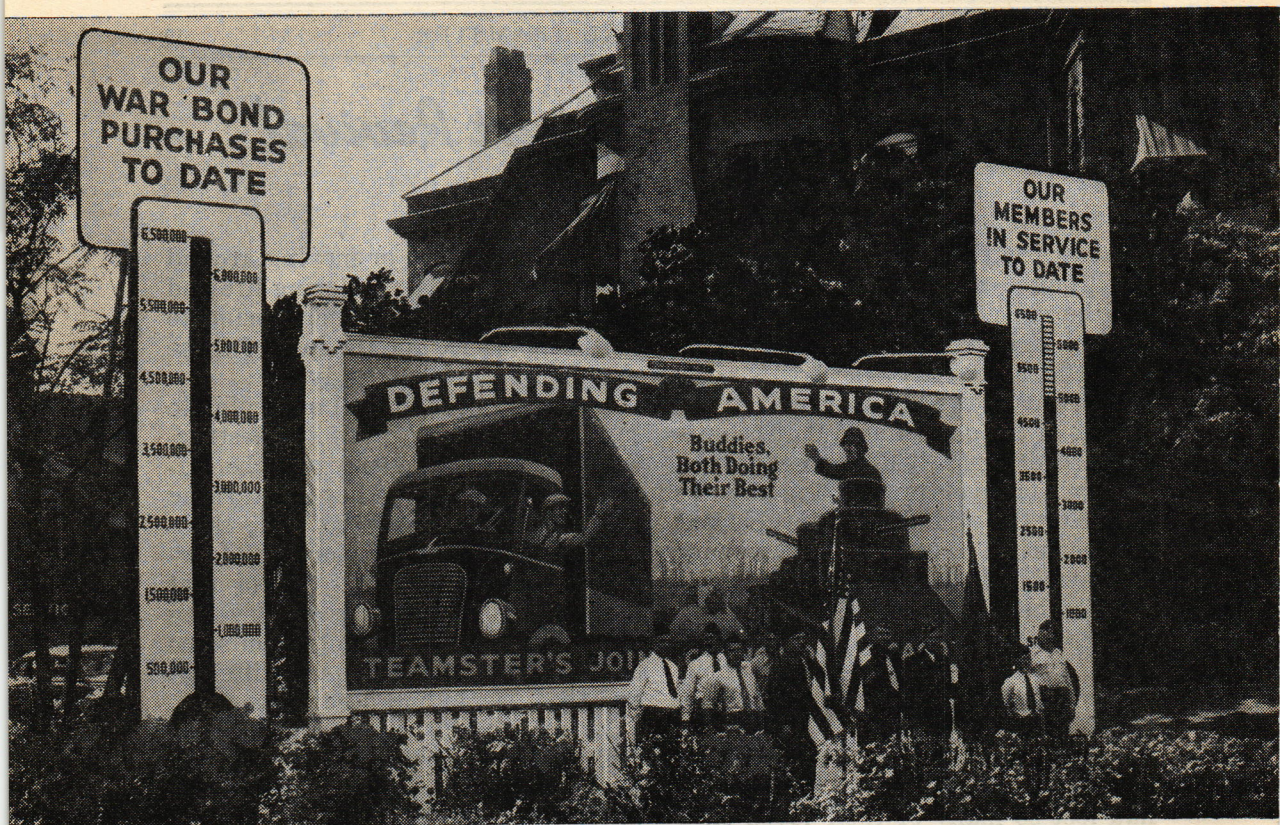
standing in silence or moving around with bowed heads, pondering life and its uncertainties, and endeavoring to find some solace for the loss of those who had been taken away.

In other words, what I am trying to say is that as a result of the destruction of life and property and the suffering of the people, they are turning again to religion and to God; those who in the days of prosperity had forgotten that there was a God or that there was any such thing as a leveling up of life or a demanding from some unseen power that things be different and that people live decent lives.

It is an awful price to pay. It is difficult to understand. One thing is certain: the sufferings of the people of Europe will extend to our own population before the ending of this war, and as a result of those agonies people will bring back to their hearts the God they have forgotten—the God our fathers believed in.

This war will, perhaps, be the cause for re-establishing again in Russia the religion that for centuries apparently brought them nothing outwardly; but no one can deny that religion brings consolation to the struggling, suffering bodies and souls of men and women.

After all, there are other fundamentals involved as well as the freedom of the bodies of men. The conscience and the mind must be free to serve or believe in the God of their fathers if they so desire. The hidden souls of millions are involved in this conflict, and it may be—as we hope it will be—that men and women will come back to a saner, cleaner, more godly way of life.



\$6,500,000 IN WAR BONDS AND 5,000 MEMBERS IN WAR—That is the record of Chicago Teamsters affiliated with Joint Council No. 25, as told on the sign shown above which stands next to the Milk Wagon Drivers' Building at 220 South Ashland Blvd. Officers of William A. Neer Teamsters' Post of the American Legion are standing in front of the sign with their colors.

Chicago Burns With Patriotism

By Robert H. Perkins

Staff Correspondent, The Federation News, Chicago

OVER \$220,000 worth of war bonds were purchased during the first week of a two-million-dollar war bond campaign launched by Teamsters' Joint Council No. 25 of Chicago, on Monday, December 7, the first anniversary of the Jap attack on Pearl Harbor.

More than \$163,800 worth were purchased at the initial meeting, that was held at the Milk Wagon Drivers' Building, 220 South Ashland Boulevard, and was attended by representa-

tives of some 80,000 local union members in the Chicago area.

"We want to let our members know that the Teamsters' Joint Council remembers our brothers on the fighting front," the committee in charge of the drive declared.

Committee members are William A. Lee, president of Bakery Wagon Drivers' Union No. 734; Thomas J. Haggerty, secretary-treasurer of Milk Wagon Drivers' Union No. 753, and William M. Hicks, trustee and busi-

ness representative of Coffee, Cheese, Butter and Egg Drivers' and Salesmen's Union No. 772.

They have had the cooperation and assistance of Harry E. O'Reilly, regional director of organization for the American Federation of Labor and consultant to the war savings staff, and Elmer Dowell, of the labor section of the war savings staff. O'Reilly is a member of the Chicago Milk Wagon Drivers' Union.

War bond headquarters were established at the Milk Wagon Drivers' Building during the week of December 7 to December 11 and representa-

tives of the treasury were on hand to sell bonds to the local unions and to the membership. All union members were urged to purchase at least one extra \$25 bond during the month of December.

Business representatives and stewards of the various local unions have launched an intensive campaign to promote the payroll savings plan and to see that all of the members are signed up to invest at least a minimum of 10 per cent of their earnings under that plan. The drive got under way at all places of business with which the unions have contracts fol-

Here are representatives of Teamster unions buying bonds at the meeting that launched the two-million-dollar Chicago war bond campaign. Left to right are George J. Bendel, secretary-treasurer, Local 712; Frank Kastner, president, Local 704; William M. Hicks, trustee and business representative, Local 772; Norman B. Collins, state administrator, savings staff; Leslie G. Goudie, president, Teamsters' Joint Council of Chicago; Lawrence Monahan, president, Local 731, and James G. Kennedy, president, Local 753. Hicks and Monahan are members of the William A. Neer Teamsters' Post of the American Legion. The girl is Mrs. Jack Levy, treasury representative.



lowing a series of meetings, held by the war savings staff in cooperation with the joint council, at which the program was explained to the union representatives.

A billboard display of the role union Teamsters are playing in the war effort, next door to the Milk Wagon Drivers' Building, indicates that 5,000 in Chicago and vicinity have entered the armed forces and that, from Pearl Harbor up to the time of the campaign, \$6,500,000 in war bonds had been invested by the joint council and its affiliated local unions and their members.

This, said Leslie G. Goudie, council president, at the meeting that opened the drive, is evidence of the wholehearted support the Teamsters' organization is giving the war of the democracies against the dictatorships.

"We have 50 local unions in the council and all of them and their mem-

bers will support this campaign 100 per cent," he declared.

Others who spoke were Norman B. Collins, state administrator of the war savings staff; John G. Gallaher, deputy administrator, and Edward R. Seese, of the payroll savings committee.

Colors were presented by the William A. Neer Post of the American Legion, the membership of which is composed entirely of Teamster union members.

The Teamsters' drive is a part of the billion dollar war bond campaign inaugurated by the American Federation of Labor early this year. To top the goal set by the federation, AFL unions were asked to intensify their efforts in this direction during the month of December. The International Brotherhood of Teamsters is the first organization in Chicago to answer the call to action.

No More Metal for Union Buttons

BECAUSE of the war and the need of the government for metal, corporations or industries manufacturing our monthly buttons will be refused metal in the future. This is final and no change can be made.

The monthly button is very necessary. Local unions in many places are already having the button made from plastic substances, which are very satisfactory. Whoever supplies you with monthly buttons should be informed immediately of this situation and should so arrange their machinery and their plants that they can make substitutes for the monthly but-

ton, using plastic substances, as no more metal will be available. If the concern which has been supplying you with metal buttons up to now is unable to supply you in the future, we advise you to look immediately for a manufacturer who can fill your requirements.

It is useless to appeal to the International Union, as we have gone into the matter with the result outlined above. We are also advised that it is no serious trouble and very little expense to change over from the metal to the plastic monthly button, so govern yourselves accordingly.

We were told we would lose the right of free speech and free press, but nothing has happened. A good many sober Americans are convinced that if there were a little less freedom of speech and printing the war would be won sooner.

—Charles M. Kelley in *The Boilermakers' Journal*.

Election Returns Indicate

Labor Rebuked Its Own Leaders

—Writes Cincinnati Teamster

THE opinion that the rank and file of labor voted for anti-labor candidates in the election last month to rebuke their own leaders was expressed by G. F. Weizenecker, of Cincinnati, president and business agent of Laundry Drivers' Union No. 181, in a letter to President Tobin.

The letter, coming from a man of Weizenecker's position in labor, should provoke much thought in labor circles. It is the most frank and challenging analysis we have yet heard of the election returns from all over the nation. It may be the answer to what happened to the candidate of the United Mine Workers in West Virginia.

And to Gov. Olson in California.

Here's Weizenecker's letter. Read it and think.

"D. J. Tobin, Pres.,

International Bro. of Teamsters,

222 E. Michigan St.,

Indianapolis, Ind.

"Honorable President:

"Realizing the value of your time, I don't want to impose upon you, but it appears to the writer, after reading the returns of the election, just past, that it is very necessary at this time, by education, to avert the continued abuse of privileges, by a minority of labor leaders, who are now assuming the attitude that labor legislation has been established for their personal gains.

"The returns of this election are convincing that it is the will of the rank and file of labor that these abuses must be discontinued or by the secret ballot they will defeat the true friends

of labor and elect into office candidates who are opposed to the principles of organized labor.

"I know your attitude in regard to the abusing of any privileges and it is regretful that men of your character are in the minority in the labor movement or this terrible upset would not have occurred.

"You have made many mentions in the past in the monthly journal and have advised the members of our international organization that it would prove the lack of wisdom to abuse the privileges that were afforded organized labor through the passing of legislation favorable to our cause, but it appears to the writer that all labor leaders who fail to possess your knowledge of economic conditions have failed to accept your liberal advice and they alone are responsible for the present reaction.

"I write this letter to you, in the form of an appeal to you, that you should continue your efforts through the medium of our International journal to educate our leaders against further abuses, so as to protect the labor movement and to support the friends of organized labor who are now in power and who have made it possible for labor to enjoy liberal interpretations of all existing labor laws.

"I fear that if labor leaders—that is, the minority of selfish labor leaders—attempt to continue their practices of abuse that in 1944 we will stand to forfeit all of the hard-earned gains of labor and that all of the friends of labor, now in power, will

be eliminated by the secret ballots of the rank and file of labor who are opposed to the acts of labor leaders who are selfish and unjust in their efforts for personal gains.

"It is unfair and unjust to our friends in power to sacrifice them for personal gain and I sincerely hope that by concerted efforts we can avert this calamity which is sure to occur unless we eliminate this continued abuse of friendship and privilege.

"I know that this is a large size job

but I also know that you are the only logical man within the labor movement capable of achievement and understanding, therefore I appeal to you, not so much for myself, but for the interest of all, that you should continue to set forth, through the medium of our journal, the necessity of strength to enable our leaders to protect those who have placed themselves open for attack only because of their liberal considerations of the needs of labor."

Business Agents Must Be Elected

— Assistants May be Employed

THE constitution of the International Union, on page 67, Article XXI, Section 1 (f), reads as follows:

"The business representative of a local union shall be elected the same as any other officer; but can be removed at any time for incompetency, neglect of duty, or dishonesty or other violations of this constitution, or if there are not sufficient funds in the local union to pay his salary. He shall be given a trial, as stated above, the same as any other officer."

That states very plainly that the business representative shall be elected the same as any other officer. It does not mean, however, that additional business agents cannot be put to work during the year. They can be called "assistants" to the business representative.

Some emergency or organizing campaign may arise after the election of officers and it may be necessary to put on extra help. In that case a committee of three or four men who are regularly salaried officers should have power given them by the local union at its meeting, to put on extra help when needed.

Before any assistant business agent is put to work by this committee he

should be informed that it is within the power of the committee—and of course a majority of the committee acts—to lay him off whenever they deem his services inadvisable or unnecessary. In all such cases the individual—in justice to himself and his family—should be given at least thirty days' notice so that he can find a place of employment.

But business representatives who are regularly employed should be elected, and before their services can be dispensed with between elections they must be given a trial in accordance with the constitution. It is our judgment that no one man in the local union should assume the power or authority of appointing extra help, but that the regular salaried officers should have that power, even if this includes three or four individuals.

Where there is only one salaried officer, his judgment should be accepted by the local executive board as to who is best qualified to be an assistant, and the board should comply with his judgment. Often better men are chosen by a committee of salaried officers than the men elected.

Upheaval Threatens Unionism —

International Meets Challenge

By Joseph M. Casey

International Representative

BROTHERS, it's already here! We are living in the greatest upheaval in history — global in proportions and all-inclusive. Our everyday life has been jolted cock-eyed, with more jolts in the offing. Our simplest habits and customs have presently become major problems. Who ever worried about getting to work? Who ever dreamed that that third, fourth and fifth cup of coffee would not be forthcoming, let alone that all-important second? How often have we smiled at the wild-eyed gent with scraggy locks barking out for screwy reasons of his own the astonishing fact: "The revolution is here."

In past years union agreements expired and negotiations automatically followed. Not so today! This basic right faces just a nominal existence. A dozen and one war directives have blown the old order to bits, with the bits forming only a mussed-up mass to be sorted and rearranged into the picture once known as collective bargaining.

Business Agents Befuddled

Things taken for granted up to now have become complicated problems well nigh devoid of a workable solution. Union representatives, befuddled and perplexed, move blindly, falteringly, and often defectively, in the general direction of the goal which, until recently, was always plainly visible and easy to attain.

These situations are tough — so tough, that heedless and unknowing business agents brashly ignore their

cause and bring disgrace to our International Union. A war of extinction has crowded in upon us catching us almost hopelessly wanting, and as our great American Commonwealth slowly but surely measures up to its task, there are far too many who resent and openly revolt against the least inconvenience and discomfort. Regardless of ruffled feelings, a terrific job has to be done at terrific sacrifice, and all who love a free life must agree to die to defend it.

Nation Caught Unawares

Our entire nation was caught unawares, as was our International and its local unions. Our nation is working out a victorious solution, and hand in hand with our country, our International Union is pointing the way to its affiliated locals. In fact, the foresight of our general president antedates American involvement in the present crisis.

Motivated by an instinctive knowledge of national and world-wide developments, President Tobin has endeavored, for some years back, to sell the general executive board on the necessity of moving our headquarters to Washington. His plan to have our International office in a strategic position nationally was realized and details were being worked out when the disgraceful tragedy of Pearl Harbor struck.

Preparatory to establishing quarters for our International in the nation's center, President Tobin developed the idea of our Washington

branch office. More or less inconsequential at first, this office has grown in influence and importance to a point where it has actually proven a lifesaver to our successful continuance as an influential and effective organization under the present war regime. If our Washington office were nonexistent during the past few years, our enemies in the American economic order would have put over a program of deadly directives which would have reduced our membership by a quarter of a million.

Enemies Lurk Everywhere

Our enemies literally lurked and hovered around such departments as selective service, war labor board, war production board, office of price administrator and the office of defense transportation, to name but a few. Some of the proposals that were made to these departments, touching our very existence, were startling in their destructive intent. Our Washington office, aided by the powerful personal influence of General President Tobin, was able to forestall most of the vicious proposals, and after tremendous effort brought about a labor-management-government program of cooperation that saw its first successful trial in the over-the-road trucking industry.

General President Tobin, through endless personal appearances before hearings on rubber conservation, on selective service, on wage adjustments, on wage freezing, on manpower regimentation and countless other matters, gave testimony that rectified many incorrect and destructive ideas under consideration by different department heads. His plea for labor representation on all important war boards had immediate effect on the make-up of boards under con-

sideration, as well as on those which had already been made up.

As the guiding spirit of our Washington branch, Mr. Tobin advises with staff members and directs their efforts. To these men fall the job of working out the intricate details of all hearings conducted in Washington. An idea of their job can best be appreciated from the fact that it is a laborious task in itself to gain an acquaintance of the location of the thousand and one departments before which hearings are held. It is beyond the power of written words to express the value of our Washington office to our International.

Measured in dues saved to local unions, the figure runs to half a million dollars a month. This saving affects every local union of ours without an exception. Most of our locals were fast asleep right up to, and past, a point where, if certain contemplated departmental orders had not been forestalled, their membership would have been wiped out in some instances and reduced by half in others.

Joint Councils Falter

This is not tall talk. It is necessary and appropriate during these times to establish beyond all question of doubt the fundamentals upon which our International Union has grown and prospered. Within the structure of our International Union, we have endeavored to establish machinery to handle and solve some of the problems that confront us. Generally speaking, these problems fall into two general classifications—local and national.

Under our constitution, wide autonomy is afforded each local to cope with its immediate problems. Through our joint council setup, a federation of locals is afforded which makes it

possible for a group of locals to accomplish within a given limited area the very same things that the International Union accomplishes on a national scope.

Most joint councils are either ignorant of this fact or ignore it completely. Year in and year out, General President Tobin has urged joint councils to shoulder their responsibilities by expanding their office and influence, within the law, and within reason.

He has urged over a period of years that each joint council provide itself with a competent statistical department. Every time he develops his argument against drastic action where it can be avoided, he pounds home the necessity of an intelligent and thoroughly informed presentation of the union's case, which he rightly contends will automatically eliminate the necessity of striking. In spite of the elementary and simple truth of these statements, with but a very few exceptions, there is hardly a joint council anywhere that measures up to what it could and should be.

Set Up Statistical Department

The writer has sat at his desk in Indianapolis and has heard important joint council and union officials call on General President Tobin for help from his Washington branch. In patient tones, he impresses on them the impossibility of his Washington staff doing every locality's work. He insists that our respective locals and joint councils will have to learn to stand on their own feet, and then generally

winds up by sending Frank Tobin or Dave Kaplan to their assistance, leaving Fred Tobin and Henry Casey swamped with a double order of work in Washington.

This is one time that every joint council and local union in the country should heed General President Tobin's oft-repeated urgings and immediately create statistical departments and their attendant requirements to cope with their fast-growing problems.

The national problems of our International Union have always been in hand. However, the present war emergency has developed to a point where national problems affect local problems and local problems affect national problems to a degree unheard of in our history. In such a situation, it readily can be seen that if the machinery for handling local problems is weak, this very weakness reaches into and adversely affects our national machine. Hence, it is no longer a matter that can be lightly dismissed. If our local unions and joint councils throughout the country hope to contend successfully with their mounting problems, they will have to perfect statistical machinery at home to work effectively with our national machinery at Washington.

With this accomplished, the task of maintaining and preserving our unions through a global revolution is rendered more nearly possible. Are we big enough to do the job and save our members and our unions? I think we are!

If we are not, then we should get out, and make room for men who are.

We are in a hard war and maybe a long war, which will require us to set aside comforts and conveniences. Labor has less of these than some other groups, but we are ready to give up our proportional share. Personal freedom and a free society depend upon our making the sacrifices of comforts and income necessary to mobilize our nation for the supreme war effort.

—William Green in *American Federationist*.

Brewery Workers Lose Again

— Fail to Tie Up Frisco Drivers

THE Brewery Workers' International Union lost another important decision when Trial Examiner William F. Guffey of the National Labor Relations Board ruled that the breweries of San Francisco were not guilty of unfair labor practices in refusing to sign a closed shop agreement with the Brewery Workers covering their drivers.

The Brewery Workers had accused the Brewers' Institute of violating the national labor relations act by refusing to sign a two-year closed shop agreement.

The flagrant policy of the Brewery Workers in invading the jurisdiction of the Teamsters' Union in defiance of the decisions of the American Federation of Labor was a determining factor in influencing the ruling of Guffey.

Because of their consistent contempt for the authority of the A. F. of L., the Brewery Workers were expelled and are now an outlaw union existing only by defiance of labor law and piracy on the jurisdiction of other unions.

Because of their many clashes with the outlaw union, the Teamsters were directly involved in the case on the side of the breweries. Some of the most important testimony against the Brewery Workers was given by J. J. Diviny, president of Teamsters' Union No. 85 of San Francisco and secretary of the California Highway Drivers' Conference.

His testimony was corroborated by another Teamster official, James F. Cronin, organizer for the California Highway Conference.

Diviny and Cronin testified to the activities of the Brewery Workers and are credited with having retarded them in the San Francisco Bay area.

Guffey pointed out that the Brewery Institute was not guilty of the Brewery Workers' charges because it was willing to sign a closed shop agreement for all its employees except the drivers, and to continue the closed shop among its drivers on a day-to-day basis.

In view of the Brewery Workers' jurisdictional war on the Teamsters, Guffey ruled that the brewers were justified in not signing a closed shop agreement for the drivers for a definite period of time "because of the probability that the jurisdictional dispute would require a different course of action in the future."

In other words, the Teamsters are expected to win. Therefore the breweries were justified in not lashing themselves to a sinking ship.

Guffey ruled that the period covered by a closed shop agreement was "a proper subject for collective bargaining."

"An employer may properly refuse to agree to the term suggested by the other party in the negotiations, if his refusal is made in good faith and not merely for the purpose of obstructing the bargaining process," he stated in his official decision.

The evidence showed that the Brewers' Institute was acting in good faith in refusing to deliver its drivers to the Brewery Workers.

And the evidence also showed that as usual, the Brewery Workers were acting in bad faith.

Anti-labor Drive Planned —

Watch State Legislatures!

— Gov. Stassen Promises Veto

TTEAMSTERS in every state where the legislature meets this month—and there are 44 of them—should take immediate steps to see that they are competently represented at those sessions.

Under the press of war work and the heavy demands made on all of organized labor, many Teamster organizations have paid little attention to the coming legislative sessions, believing that they would confine themselves to the bare necessities of maintaining state government and then adjourn so that the members could go home and help win the war.

Inflames Legislators

Other people have different plans for these legislatures, however. A national magazine came out on the eve of the sessions with a demand that every state legislature enact labor laws "to start improving unions."

In support of its proposition, it attempted to inflame legislators all over the nation against labor by citing instances of corruption in one union in a small town in New York state.

Because of what happened in New York, the magazine asks that conditions be corrected by the legislature of California.

California and 43 other states are urged to enact labor "codes" on the basis of the actions of an allegedly corrupt union in one New York town.

It would be just as sensible to rewrite the banking laws of Florida because a Wisconsin cashier juggled his accounts. Yet this is what the maga-

zine asks 44 state legislatures to do in a hypocritical article published on the eve of legislative meetings.

It might be illuminating to note that the editor of this magazine was recently accused of telling his staff that Germany should not be crushed in this war and that Hitler should be preserved to "protect" Europe against Communism.

When a man with a mind like that makes suggestions to "improve unions," it is time for labor to take warning and be on the job at every legislative session this winter. Teamsters should be represented by legislative representatives of their own, where there is no legislative committee looking out for the interests of labor as a whole.

Will Not Punish Labor

In most states the governor can see that no punitive laws are enacted in spite or ignorance.

The comment of Gov. Harold E. Stassen of Minnesota is encouraging and proves that he recognizes the danger of frivolous, prejudicial laws.

"We must guard against Balkanizing the United States," Governor Stassen said. "Any move at this time for each state to set up separate and probably conflicting labor standards would have a tendency to restrict the free flow of labor from state to state to supply the increasingly pressing demands of the war industries.

"Any labor legislation enacted should be progressive, not repressive. And it should be written with the na-

tional emergency and the welfare of the entire country in mind.

"I know of no move in this state to punish Minnesota labor for what New York labor has done, and if any such move should develop, I am confident it will be defeated by a sensible and war-minded legislature. If it is not defeated, I shall veto it."

Stassen Is Progressive

Governor Stassen is a sympathetic and progressive thinker on labor problems. While labor may disagree with some of his suggestions, it knows that they are made in good faith and therefore labor is ready to sit down and discuss his proposals.

We can reason with a man like Stassen who believes so thoroughly in American democracy that he is about to resign his high office to risk his life and sacrifice his personal career in order to fight for his beliefs in the United States navy.

But it is impossible to reason with an editor who views the world situation through the eyes of Hitler and would adjust American government to fit into Hitler's pattern for labor.

Contact Your Governor

Therefore labor must be on guard at every legislative session in every state capitol this month. Teamster representatives should contact their governors at once to determine whether or not they will stand like Stassen against a wave of prejudicial labor legislation.

The nation has just had an example of the harm that Balkanizing can do. The trucking industry has been harassed for years by a conglomeration of laws, frequently passed at the instigation of the railroads, to restrict the operation of interstate highway transportation.

Each state had its own set of standards defining weight limits and types of equipment permitted. The result was that a truck passing through several states would have to unload part of its load at one state line because that state did not permit as heavy loads as its neighboring states.

Injured War Effort

These regulations were so detrimental that the federal government was compelled to suspend them when war broke out in order to keep war cargoes moving.

Labor is now operating under strict federal regulation and has accepted drastic restriction of its fundamental rights because of the emergency. Still greater restrictions are in prospect.

If each state now attempts to do to labor what it did to the trucking industry, the federal government will again be compelled to step in to straighten out the mess.

Otherwise, the confusion would sabotage our war offensive to crush Germany.

In view of the reputed sentiments of the magazine editor who makes these proposals, we would not be surprised if that was his general idea.

Philadelphia Teamsters Contribute to Defense

The Philadelphia Joint Council of Teamsters has presented a fully equipped sedan with a two-way radio to the commander of the Civilian Defense Corps in that area. The gift was sponsored by International Vice-President Edward Crumbock and Business Agent William E. Kelleher of Local No. 107. The Teamster officials are aides to the defense corps commander and realized the need for such a car in the protection of the public in an emergency.

Obey Laws or Lose Charter

— Decisions Will Be Enforced

ANY local union or joint council or officer of either body that believes he can set aside the decisions made by the International Union is foolish. He uses the worst kind of judgment. After all, when your charter is issued you agree to abide by the decisions of the International Union.

Between conventions your executive board is your International Union and the board is authorized to make decisions, subject to the right of appeal to the next convention. But pending the appeal, the decision should be carried out.

Unions or men who refuse to abide by those decisions—and we have very few—endanger the membership. Defiance of International laws and decisions is sufficient cause to suspend the local union or the individual within the local union.

In the case of an individual member refusing to comply with the decisions made by the general executive board, if the local union does not carry out the decision when it is within their power to do so or when they are requested to do so, then the local union must be disassociated from the International Union.

There is no middle-of-the-road business about this. It is imperative that

the general executive board suspend or revoke the charter of the local union, and then to reorganize the local or transfer its membership to another local, with direct orders to exclude from the new local union or the new affiliation, the officers of the local union guilty of refusing to carry out the orders and instructions of the International.

For instance, we had the case of a local some years ago in New Jersey, whose membership worked in New York. That local union had a man who was guilty of wrongdoing. The International Union found the local union could not carry on his trial properly, and the general executive board assumed jurisdiction over the case. The board, after the hearing, ordered this individual officer removed from office and

suspended from membership.

The local union, through the force of this man, took the case into the courts of New Jersey. The presiding judge denounced the local union strongly and sustained the International. Even then the local union refused to carry out the order of the general executive board.

The charter of the local union was revoked, and still stands revoked, and a good many of those honest men who

Watch Legal Fees!

Joint councils should not establish large treasuries unless for some special reason. Delegates to joint councils should interest themselves in seeing that the money paid in by locals is judiciously and carefully expended. Legal fees, unless closely watched, can be ruinous to locals and joint councils.

Many lawyers believe that all they have to do is to send in their bill and the union is rich and will pay without question. This is something that should be scrupulously watched. Officers of unions and joint councils are the trustees of the funds of the body and should watch and guard the expenditure of such funds even more carefully than their own private money.

held membership in the local union were deprived of membership. The International Union has not yet decided to reorganize the local union, although appeals have been made to us to do so by some of the former members.

You make laws in a convention; you give them to the International executive board to carry out. The board has to depend a great deal on the executive officers, headed by the general president. If the general executive board fails to carry out the constitution and laws, even though it is sometimes an unpleasant task, they would be guilty of a violation of their obligation and of betraying the trust reposed in them.

Any man found guilty of wrongdoing by the general executive board, no matter what his local affiliations are, is found guilty on evidence submitted and on facts with which the board is presented. Any local union found guilty should comply with the decisions of the board immediately.

The International executive board is composed of men with hearts and

souls and consciences, and with an understanding of their responsibilities. They desire to hurt no man or number of men.

Their job is to help towards organizing and putting up charters. This is the work they like to do—not to take down charters or to expel members. But if they failed to take down charters or to expel members after due process of law within the International Union, then they would be weaklings and they would be unfit to serve in the responsible positions to which they have been elected by the general membership in conventions.

One does not like to go to a hospital for an operation, but the intelligent human being understands fully that it is better to cut out the appendix when necessary than to allow it to disease and putrify the rest of the body.

So it is with an individual local union, a joint council, or a member or officer of our union when the general executive board is compelled, on evidence submitted, to take action that leads to suspension or expulsion.

Rochester Union Sends Cash to Soldiers

EVERY one of the 65 men who went into the armed services from Local No. 645 of Rochester, N. Y., received a \$10 Christmas present from his union.

The money was raised by a special assessment of one dollar from the men at home, according to Secretary George H. Streeter. In addition, each man who enters the service receives a \$10 check from the union for spending money and the union then sends him another check later for \$6 for cigarettes.

"In reading our magazine each

month I note that the locals are reporting what they are doing for their members in the service," Streeter wrote.

"From the letters I receive from our boys in the service I know this is doing more than anything else to show others what a wonderful thing it is to be a union man."

Streeter reported that he worked overtime during December to see that every fighting member of Local No. 645 got his Christmas check on time. Among those who received them was Streeter's own son.

Bonds Now Mean Food Later

— International Buys Another Million

By Daniel J. Tobin

OUR International Union, on December 1, 1942, placed an order for an additional million dollars' worth of War Bonds. This will bring us an additional income of \$25,000 a year, at 2½ per cent interest. The total now held by the International is \$7,151,800.

In my radio address after returning from England, I explained how the workers of that country were having deducted from their earnings about 10 per cent for the purchase of war bonds in Britain.

Unless the masses of the workers of our country, organized and unorganized, buy bonds in greater volume than they are doing, it is my judgment there is no alternative except for the government to make it compulsory on the people to contribute towards the support of this war by the purchase of bonds.

The Safest Investment

Our International Union, our local unions, and the greater part of our members are purchasing bonds, but not enough to satisfy either the International office or the government.

Why do we purchase bonds in such amounts at the International headquarters? Because, in addition to helping finance our fight for survival, it is the safest investment, with the best return, over a period of the next ten years, that we could possibly risk our money in.

There is no risk with the United States government. Everything else may fail, but not the government. Corporations that are now making a

lot of money will be taxed so heavily during the war and at the ending of the war that their profits will be practically eliminated. Therefore corporation stocks or bonds are a gamble.

Another way to look at the purchase of war or defense bonds is that you are helping your government; you are helping the men who are across the seas fighting your war. That is the least that men can do who are not in the service. During the past two years I have opposed compulsion in the purchase of bonds. I have expressed myself openly in my conferences with other labor men and in my conferences with the President.

Compulsion May Be Wise

In recent months I am changing from that opinion, especially when I see from day to day the great expenditures of our government and the fact that banks are loaded up with money and paying nothing for it.

I know of a certain bank that has \$200,000,000 in deposits, and very close to \$175,000,000 of that is in cash and government bonds. Nearly \$100,000,000 is in cash.

We have recently been notified by our banks that they cannot pay interest of any kind on our deposits because the banks have no way in which they can loan this money out. Business institutions that used to borrow money from banks don't need the money at this time because the government is financing nearly all large corporations that need money.

We also have to contend with the large number of people who never

save anything no matter how much money they get. There is a certain quality or science—or gift if you desire to call it so—in knowing how to save part of your earnings.

There are some classes in the community that no matter how little they earn, they save something. That was the old principle on which our fathers and mothers worked, and that principle was sound and it made America what it is.

Many People in Debt

Within the last twenty-five years the young people, and many of the middle-aged people, have listened to high-pressure salesmen and have spent the earnings of their husbands and fathers, through installment buying, to such an extent that they are always in debt.

There should be no such thing as going into debt at the present time. Do without the things you can't pay for. Use up articles of furniture and clothing to the very limit. Don't replace the carpet on the floor unless you are compelled to. Remember there is a day of reckoning coming at the end of this war that will test every family to the backbone.

I have seen the bread lines in the early 30's. I have seen the demoralization of business after the last war. Both of those experiences are only miniatures or shadows compared to what we will experience at the ending of this war.

Serious Problems Ahead

There are nearly forty million people today engaged in some kind of war work. There will be over ten million enlisted in some branch of the service within the next two years. We now have between five and seven million men wearing uniforms.

All of those people will be disor-

ganized, put back into civil life, unable to find employment. Industry will have to adjust itself, and those without money or bonds will certainly be up against a serious proposition. The great job on our hands now is to win the war, and to win the war it will take every dollar in cash that we can spare so that that money can be again used by the government and thereby redistributed.

After the ending of the war we will have to meet the other serious problems confronting us. Some people give you the argument that we will need automobiles and furniture and houses. That's true, but how many people will take the \$1,000 they have in bonds and invest it in an automobile when the husband or the breadwinner of the family is out of a job, or if employed he has before him a condition whereby he may lose his job at any moment? Men and women would be foolish to invest in or purchase luxuries at the ending of the war with their savings, because they will never know what the next day will bring.

Some Women Extravagant

I may favor compulsory deduction of a certain amount of an individual's wages within the next few months, for the purpose not only of helping our government, but mainly for helping the people who do not and will not save. A man may be working day after day and he himself may be willing to save, but unfortunately he may have a wife and family who do not under any circumstances know how to save a dollar week after week.

The women of the nation spend nine-tenths of the earnings in a family. The more some women have, the more luxuries they desire, even to wasting money on their children. This is the curse of our modern civiliza-

tion. For those people it would be well that they were compelled to save each month.

Except in cases of sickness or some other serious trouble within a family, all should save and all should purchase bonds, because it is the only safe investment.

Buy More Bonds

It would be a pretty nice thing to have two or three thousand dollars' worth of government bonds at the ending of this conflict, so that a man or woman would feel safe in case they were stricken with unemployment.

Nothing divides or distresses a family more than poverty; not even sick-

ness. There is no gift in life equal to the gift of saving. Of course I do not mean that people should be stingy or deprive themselves of proper medical care in order to save.

Your International Union, on the request of your government, is making this appeal to you, and we are anxious also to add our own personal desires in your behalf, and that is that you save something each week and each month during these years in which we are now employed, so that you may help your government in this great world struggle and protect yourself against the lean, hungry years that are coming.

International's Decisions Are Binding

IF I were a member of a local union and I was tried on charges, I would make the best plea I could if I believed myself innocent. If I believed myself guilty I would plead guilty to the charges. But whether I put up a defense or no defense I would abide by the decision of the local union—of course with the right to appeal to the joint council.

If the International Union makes a decision against a local union or against an officer of a local union, it is the duty of the officer and the local

union to abide by the decision and comply with the mandates of the decision, with the right to appeal to the general executive board and to the next convention. Any local union or individual that has defied the mandates of the International Union has found himself a heavier loser in the end than if he had complied. No one has yet beaten this International Union by loud talking or even by appeals to the courts, because the International Union is guided only by justice and law.—D. J. T.

This Is India's Chance to Win Freedom

WITH all the criticism of the actions of Great Britain in India, it must be admitted that Great Britain has contributed materially to the general development and upbuilding of India. Certain it is that as a colonial empire, Great Britain displayed more tolerance and justice towards its colonies than did Japan.

Japan, like the Nazis, only knows one form of colonization, that is the

complete enslavement of its colonials.

Today, when the future of all free people is endangered by the Axis powers, the freedom-loving people of India should join hands with all of the United Nations in order to fight and defeat the common foe. Their claim to freedom would be valid, and at the peace table unquestionably would be upheld by all of the United Nations. —*Washington State Labor News.*

New Year Brings New Officers

— Keep Your Records Right

By Frank D. Brown

International Auditor, Office of the General President

HERE'S hoping that 1942 was good to all of you and that 1943 will bring each and every one of you and yours their full measure of good luck, good health and plenty of happiness and prosperity.

Another whirl of the wheel that never turns backward has brought again a particular period of time around—when usually after the elections some newly-elected officers take over the duties as executive officials of various local unions over the country and in some instances their duties are new to them.

The average member, before he becomes an officer of his local union, assumes the right to criticize the officers from the president down to the smallest office holder, and at the same time some members are liable to feel that it is not their duty to rectify any mistakes, beyond giving unsolicited advice. Many never had a constructive idea to offer, but were always ready to criticize and they offer as an excuse for not serving the local union on a committee or carrying on the duties of an officer that they do not have the time to give. It is our duty, and should be our greatest pleasure, to assist in the operation of the local union doing something for and in behalf of our fellowmen, as the elected officers of a local union surely need the hearty cooperation of the membership to carry on their affairs successfully.

I wish every newly-elected officer and also some of the older ones and especially the secretary-treasurers,

would resolve to devote a part of every month to the study of the rules and regulations outlined in the International constitution, ritual, etc.

How many of the newly-elected officers know anything about the labor movement as a whole or have even given it any thought? And have you ever stopped to think what the Teamsters' movement really is? And yet it is you who must operate the affairs of your local union for the tenure of your office. What training have you had to fit you to assume the responsibilities that will be yours? Are you prepared so that you will be able to live up to and carry on the business of the organization so as not to betray the trust the membership has placed in you by electing you to an executive office of your local union?

You may not all have aspirations to be an officer of your local union, but there is nothing better to which a young man can aspire, and there is nothing that is needed more than well trained, capable, efficient, honest, sincere, conscientious local union officers. The sooner you begin at the bottom, the sooner you will be prepared for the places higher up whenever and wherever the occasion might arise.

Therefore, I say to you: learn how the wheels go around, learn to know the problems confronting your local union, keep posted on the laws being passed every day that will vitally affect the future life of not only your members but the whole organization, acquaint yourselves with the proper method and manner to comply with

all laws, rules, and regulations whether national, state or otherwise, and live up to your oath of office.

When the charter was issued from the International Union to your local union those signing the certificate of affiliation agreed that all rules and regulations outlined in the International constitution would be carried out and as each of us are elected and obligated to office we take an oath that we will abide by the rules and regulations with certain local autonomous rights that do not conflict with these rules and regulations.

Enforce the Regulations

The only way the International constitution can be changed is by delegates in attendance at our International Union conventions. So the first thing the secretary-treasurer should do upon being elected to office is to immediately write the office of the general secretary-treasurer for application blanks to apply for bond at once, and when the bond is procured, it is the duty of the officers to see that a copy of the bond is on file at the general office. If you apply through the proper channels the copy will be on file at headquarters and save you all the detail trouble, as the general secretary-treasurer will mail to you only applications from bonding companies that carry the approval of the general executive board.

It is also your duty to see that all monies of the local union are deposited in a reliable bank in the name of the local union at least twice a month, or oftener if possible. All bills must be paid by check, countersigned by the proper officials. Books and bank statement must balance monthly and trustees of the organization should check same as soon as possible at the close of the month to see if the bank

statement verifies the book balance.

The official day book, cash book and ledgers must be used and all monies collected in the name of the local union entered thereon. Vouchers are to be signed by the president and recording secretary for all bills ordered paid by the local union. It is necessary and the law is very clear that all applications for all new members must be filed monthly. All money collected on part-pay applications must be entered and listed on the official books and the partly-paid applications on hand properly filed. All receipted bills must be kept with the vouchers attached and filed monthly.

When you receive your cancelled checks from the bank at the end of each month with your bank statement, all cancelled checks must be pasted back to the stubs in your check book. The monthly report sent to the general secretary-treasurer's office should be completely filled out on the front and back and bear the seal of the local union in the space provided. You should see that the names and addresses of all new members are sent promptly and correctly to the general office; also a revised list quarterly of the names and addresses of all members in good standing.

Books Must Balance

There cannot and must not be any members carried on the books of a local union marked exempt from dues. It is the solemn duty of the local trustees to audit the books monthly and check all the entries from the day book into the ledgers, reconcile the day-book figures with cash-book figures and bank statement and see that they balance. Send a copy of the audit on blanks supplied from the general office, not only for this report, but all other reports. The blanks may be

obtained free of charge for the purpose of making your monthly reports to headquarters.

When the term of office of a local secretary-treasurer expires and his successor is elected to take his place, he must see that his successor is properly bonded and a copy of the bond sent to the general office before he transfers the funds of the organization to his successor in office.

Here's What You Owe

Each local shall pay to the general secretary-treasurer a per capita tax of 30 cents per month out of each month's dues collected, payable for the current month, not later than the 10th day of the succeeding month. All reinstatement fees collected shall be figured as monthly dues. If your dues are \$2 per month and a reinstatement fee of \$10 is charged for a suspended member to reinstate, you would order five per capita stamps in this case.

Each local shall pay to the general secretary-treasurer the sum of \$1 for every initiation fee or *equivalent* thereof collected up to and including \$25. If \$25 was collected in the month as part payment on any number of five-dollar applications you would purchase five initiation stamps. If \$25 was collected on one or more twenty-five-dollar applications you would purchase one initiation stamp in this case.

When the initiation fee exceeds \$25 there shall be paid to the International 10 per cent of the total initiation fee. If \$30 was collected in the

month on thirty-dollar applications you would owe for one three-dollar initiation stamp, as that would be equivalent to one initiation fee, and if \$60 was collected in the month on thirty-dollar applications you would purchase two initiation stamps at \$3 each or a total of \$6, as that would be equivalent to two full initiation fees at \$30, and so on.

Please bear in mind that it is compulsory for all local unions to procure all supplies from the general office, with one exception; letter paper and envelopes may be obtained locally if so desired, but *all* other supplies must be the official supplies from the general office and no one has the authority to have duplicates made or change any of the official supplies in any shape or manner, and also bear in mind the emblem is registered.

All communications coming into the general office should bear the seal of the local, as that is the only way the general office has the assurance that the one writing the communication has the authority to correspond with the International on official business.

The laws of our International Union are not difficult to obey. So let us not be content, therefore, to sit idly by, enjoying the fruits for which others have sacrificed. Let us pledge anew to acquaint ourselves with all the rules and regulations and try to lend an aiding hand to the newly-elected officers in order to help them carry on in this great movement for mankind. None of us could carry on alone. We need the hearty cooperation of others to be helpful to one another.

One way to help the Axis is to sell your war bonds to buy things you can go without. It is reliably reported that more than a few folks are running to the banks with their bonds each month. When you lend your money to your country, there is an implied promise on your part to hold your bonds until they become due in ten years. If you cash them in, except in dire necessity, you are double-crossing Uncle Sam—Zanesville (Ohio) Labor Tribune.

This Gives the Answers To Your War-Wage Questions

In reply to questions concerning the power and policies of the National War Labor Board affecting wages, the board has issued the following explanatory bulletin. It clears up many points which have perplexed both employers and employees. Whether you like them or not, here are the answers.

IN THIS bulletin we shall try to answer the questions most often asked about the adjustment of wages and salaries by the National War Labor Board under the Executive Order No. 9250 of October 3, 1942. The board has jurisdiction over the adjustment of all wages. It has jurisdiction over the adjustment of salaries up to \$5,000 a year, except for those supervisory or professional employees who are not represented by recognized unions. The commissioner of internal revenue has jurisdiction over the adjustment of all other salaries.

This bulletin refers only to wages, and to the class of salaries over which the War Labor Board has jurisdiction.

Q. *Does the executive order freeze wages and salaries?*

A. No. But adjustments in wages can be made after October 3, and in salaries after October 27 only if approved by the National War Labor Board.

Q. *Under what conditions will the War Labor Board approve increases?*

A. To "correct maladjustments or inequalities, to eliminate sub-standards of living, to correct gross inequities, or to aid in the effective prosecution of the war."

Q. *Are all employers covered by these requirements?*

A. No. Employers who have eight or less workers may make increases without approval of the War Labor Board.

Q. *Is an employer exempt if he has a number of establishments, each of which employs eight or less persons?*

A. No. If the total number of persons in all of his establishments is more than eight, then he is not exempt.

Q. *Can an employer grant individual wage or salary increases without WLB approval?*

A. Yes. But only if the increases are in accordance with the terms of a wage or salary agreement or wage or salary rate schedules. Even then, these increases cannot be granted unless they are the result of one of the following:

(1) Individual promotions or re-classifications.

(2) Individual merit increases within established rate ranges.

(3) Operation of an established plan of wage or salary increases based on length of service.

(4) Increased productivity under piece-work or incentive plans.

(5) Operation of an apprentice or trainee system.

Q. *Can an employer allow these individual increases to raise his costs and cause his prices to go up?*

A. No. No employer will be allowed by the government to use these increases either to get a price increase or to resist an otherwise justifiable reduction in his price ceiling.

Q. What about piece rates? Suppose an employer set a piece rate before or after October 3 which, when tried out in practice, did not give the employees the normal earnings prevailing in that plant for that type of job. Can he adjust this rate so as to yield the normal and expected amount?

A. Yes.

Q. The executive order of October 3 states that there shall be "no increases in wage rates" unless they are approved by the WLB. Can an employer get around this by hiring a new worker at higher wages than he is paying his present employees?

A. No. He cannot hire a new worker at more than the established rate in the plant for the job.

Q. What about new jobs or new plants, where there are no established wage rates?

A. In such a case, the employer cannot, without WLB approval, pay more than the wage rates prevailing for similar jobs in the area.

Q. What about increases in wage rates granted before October 3?

A. Unless the WLB later decides to review them, all wage increases put into effect on or before October 3 do not need WLB approval. Such increases must have been agreed to in writing or formally communicated to the employees on or before October 3. They must also have been made applicable to work done prior to October 3.

Q. Let's take a specific case. A manufacturer made a written agreement with the union in his plant on October 3 for an increase of 4 cents an hour for his employees, retroactive to September 20. Does

he have to have this increase approved by the WLB before putting it in his workers' pay envelopes?

A. No.

Q. But suppose, in the case just put, the workers didn't actually get the check till the next pay-day, say October 10?

A. The increase does not have to be approved. The men started earning the money, and the increase was in effect, on October 3.

Q. What about increases in wage rates which were agreed to before October 3, but which do not go into effect until some future date? Do they need WLB approval?

A. Yes, if they are payment for work done after October 3. The typical case is that of a contract made before October 3 providing that at some future date the workers will be granted an automatic increase tied to the increase in the cost of living which has occurred in the meantime. Such future increases must be approved by the WLB. This is also true of arbitration awards handed down after October 3, even if the agreement to arbitrate was made before that date.

Q. What about salary increases? After what date do they need WLB approval?

A. Increases in salaries after October 27 must be approved by the WLB, unless otherwise exempted.

Q. Are the exemptions in the case of salaries the same as in the case of wages?

A. Yes.

Q. Does an employer who is not engaged in war production have to submit wage and salary increases to the WLB for approval?

A. Yes.

Factionalism is Dangerous

THE sooner our local unions, wherever they are located, begin to realize that factionalism and jealousy within their unions will destroy them quicker than anything else, the better it will be for them and for their membership. When a set of officers are elected to run a union, they should be supported by the members during their term. They may be removed by a majority at the next election.

In some places we have what we consider officers who are weak, who are playing politics within the union all the year around. Men of that kind are total failures and will never get anywhere except for a short period. If a man is loyal to the principles of trade unionism he will have the courage to disagree, even with his friends when necessary, in the interests of the general membership.

We know of two spots at this time where local unions of truck drivers have the condition referred to above. We are satisfied from past experience and from what we know now, that those individuals won't last long.

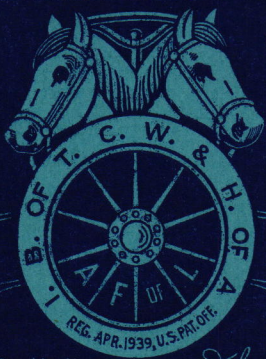
Men who allow a place to be tied up in violation of the rules of a local union, who are afraid to denounce such procedure (it is usually due to one or two men in the group) are weak and have no courage. They allow the laws of their union to be trampled upon and their own positions as officers and guardians of the union insulted and weakened.

Above everything else, we advise our members who may be candidates for office in their locals to abide by the decision of the majority. Don't go running around grumbling about an unfair election. This is the surest proof of a weakling, a quitter, a sorehead, a poor loser.

There may be one or two instances of slight technical violations of the law, but if a man is elected to office by a substantial majority, by secret ballot, then the law of the majority should be observed. Any man appealing from such decisions weakens himself in the eyes of the membership and seriously endangers his chances of ever getting elected to office. The International Union in the past has nearly always maintained and sustained the action of the majority in any election. It could do nothing else. This is democracy.

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